

### 1c.TS1 Is the group identifying other organizations doing work on this issue? Is the group collaborating with others in the community?

- Conduct research to learn what other communities have done to address these issues. See **LINK** *Directory of Faith-Based Promising Practices for Racial Unity and Justice* <http://www.nccj.org/directory.pdf> and **LINK** *Tools for Dismantling Structural Racism* <http://www.aspeninstitute.org/Program1.asp?bid=7624>
  - See **LINK** *Anti Racism Efforts (Resources, powerpoint)*, for an example of the way the ERASE Racism program presented this kind of information to their Board of Directors.
  - In thinking about bringing another communities' ideas to your community, see if you can also find out about their demographics, readiness to address the issues, past work on the issue and level of stakeholder buy-in to better understand their context and how their strategies might fit or not fit your circumstances.
- Understand the lay of the land in your community concerning the issue on which you are working. What other organizations and individuals care about the issue? Who are the relevant formal and informal leaders? How is money distributed around this issue? Other kinds of power?
  - Consider doing a formal power analysis. (See <http://www.highlandercenter.org/>)
- Groups that have developed alliances and collaborations with other racial equity, social justice, antiracism, and inclusive groups in their communities suggest the following tips: (see **LINK** *Working Interdependently to Promote Racial Equity in Communities* <http://www.jointcenter.org/> and **LINK** *Multi-Racial Formations* <http://www.arc.org/>)
  - Take the time to build relationships and learn about each other's strengths and interests.
  - Take the time to understand each other's analyses of racism.
  - Learn about the history of the groups represented by each organization, in terms of their political and cultural experiences in their country of origin (if not the United States) and the United States and considering the diversity within each group, as well as its differences and similarities with your organization.

- Develop mechanisms to address language preferences and needs.

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- Develop explicit policies related to being allies, partners, and collaborators that address:
  - Each partner's level of involvement and contribution
  - How joint funds will be managed and allocated
  - How differing viewpoints will be reconciled and/or reflected in decisions
  - How groups will communicate with funders — joint proposals, lead organization
  - Communication responsibilities including joint messages, policies regarding media access and spokespeople, internal communication within the collaboration, and communication about the collaboration or its goals and strategies within each of the collaborating organizations.
- Agree on strategies in advance for managing disagreements on public positions — for example, some social justice collaborations agree not to comment on another partner's position if they can't support it (rather than being drawn into potentially divisive comments).
- Follow other tips for creating an inclusive process and one that takes into account race, gender, class, and power dynamics. (see the other tip sheets in Stage 1)

Other resources:

**Link** *Building Diverse Community-Based Coalitions* ([www.thepraxisproject.org](http://www.thepraxisproject.org))

*National Network for Collaboration* <http://crs.uvm.edu/ncco/cd/index.htm>