



## Principles of Collaboration

These principles outline the collective agreements CEJA and our Core Members and Partners make to each other. They are the expectations of engagement that all organizations should adhere to as Core Members and Partners of CEJA. The Executive Director of all Core Member and Partner organizations must sign these principles.

**1. Support CEJA's mission:** CEJA Core Members and Partners support the mission of CEJA. They uphold the values in environmental justice and social justice. They understand and appreciate the need for statewide policy work, despite the challenges. They understand that EJ communities must speak for themselves and that we are collectively working towards equity.

**2. Operate with mutual respect and trust:** Core Members and Partners must share respect for each other, respective organizations, and CEJA as a whole. Core Members and Partners must trust each other and be open to building even deeper trust.

**3. Be collaborative:** Working together is at the heart of CEJA. CEJA Core Members and Partners recognize that together we can accomplish things that each organization cannot achieve on our own. Core Members and Partners honor our collaborative work culture.

**4. Take leadership:** CEJA relies on the deep engagement of our Core Members and our Partners. Our Core Members and Partners understand it is their responsibility to step up on important issues and in our program work.

**5. Support community engagement in CEJA:** CEJA believes in engaging those most impacted in helping to build our collective vision. We rely on our Core Members and Partners to bring their deep community connections to our alliance, and Core Members and Partners are expected to continually find ways to connect their grassroots membership to CEJA's work.

**6. Engage in principled program work:** All Core Members and Partners strive to uphold the principles of environmental justice and overall ethical behavior in their work, and are expected to bring this sense of discipline to our work as an alliance.

**7. Handle conflicts and disagreements productively:** CEJA Core Members and Partners recognize that we need to work through disagreement in a constructive, solution-oriented and generative manner. Core Members and Partners will not speak ill of CEJA or other Core Members/Partners in a public setting and agree to raise disagreements internally and in a productive fashion.

**8. Build CEJA as a legitimate and credible leader in the community:** Core Members and Partners will work to ensure that CEJA is perceived publicly and within the environmental justice movement as reliable and competent, and a group that has a collaborative nature both internally and externally.

**9. Engage in open and frequent communication:** Core Members and Partners are expected to update one another, discuss issues openly, and convey all necessary information to one another and to any designated people outside of CEJA.

**10. Bring an ability to compromise:** CEJA Core Members and Partners must be able to compromise, because the many decisions within CEJA cannot fit the preferences of each member perfectly.

**11. Bring flexibility and adaptability:** While CEJA Core Members and Partners should adhere to the structure our alliance has created, we must all remain open to varied ways of accomplishing the collective goals we set out. Core Members and Partners should know how to adapt to a change in goals, strategies, internal structure and membership to deal with changing conditions.

**12. Fight race, class, gender, and sexuality inequalities:** Core Members and Partners understand race, class, gender, and sexuality inequalities and oppressions that operate both within CEJA and outside of CEJA. Core Members and Partners will actively work against such inequalities to make CEJA and the EJ movement more just.

**13. Maintain confidentiality:** All Core Members and Partners will keep pertinent information and communication that is supposed to be confidential within CEJA unless expressly permitted to share information outside of CEJA.

**14. Follow-through on responsibilities and respect CEJA's structure:** CEJA has created an internal structure to facilitate the leadership and active participation, at different levels, in our collective work. Core Members and Partners must clearly understand their roles, rights, and responsibilities and CEJA's structure and follow through on commitments made to CEJA. This includes reading and respecting our decision-making protocols and fund development principles.

**15. Accountability:** If any member or partner consistently behaves in a manner contrary to the principles above, we will seek to address the behavior in a proactive fashion and resolve any underlying issues. If such dialogue fails to resolve any accountability issues, the Steering Committee will discuss the problem and determine, what if any additional measures must be taken.