

EXAMPLE Coalition Community Commitments

When coalitions have shared expectations and processes for holding each other to them, they are better able to navigate the natural tensions that emerge given differences in power, capacity, resources, and degree to which participants are impacted by the issue(s) at hand. Here is an example of coalition community commitments from a coalition of which we were a member.

Organizations who join the Coalition commit to the following community commitments:

General Commitments to Coalition and Self-interest:

- All coalition members and allies commit to respect differences in value, beliefs, self-interest, needs of other member organizations
- All coalition members and allies commit to **working together** on collectively agreed-upon goals, strategies and tactics
- Coalition members and allies have the option of **opting out of a particular tactic/strategy** if doing so goes against their organization's self-interest/values but
- Member organizations agree to work through issues and conflict within the coalition, rather than externally, so that the coalition may present a unified front and maintain its power to effectively advocate for the community.

Meeting Logistics:

- The full **EXAMPLE COALITION** will hold **monthly meetings** (at rotating locations). **Subcommittees will meet at least once every two months**, but may meet more frequently if necessary.
- Each Leadership Team will provide an **agenda** for each Coalition meeting and will designate a meeting **Chair/facilitator**.
- Each member organization gets to **give input on the agenda** for the monthly full coalition meeting but the Leadership Team is empowered to create the agenda and run the monthly meetings and all coalition members and allies **commit to respect the agenda created**
- Agenda items will have a **time estimate assigned**. The coalition can vote to extend discussion on any item. At the start of Coalition meetings, a **timekeeper** will be selected.

Coalition Discussion:

- Steering committee members who are facilitating the monthly Coalition meetings reserve the right to table any issue that is not on the agenda for that meeting. These issues will be placed in a **“parking lot”** for re-visiting.
- Members agree not to interrupt each other and to follow a **Queue for participation** (administered by meeting Chair/Facilitator)
- All member organizations should have a **representative at every meeting**. A “representative” is an individual designated by a member organization and vested with the authority to vote for that organization at EXAMPLE COALITION’s meetings.
- Discussions held at one meeting will not be revisited at the next meeting solely to accommodate a new/missing member. Organizations that miss a meeting are responsible for contacting another member for an update.

Coalition Decision-making:

- The Coalition will endeavor to make all **decisions by consensus**. However, if consensus cannot be achieved in two meetings, **decisions will be made by a vote**.
- **Each member organization gets one vote** on issues in Coalition meetings that require a vote.
- Organizations that are **not present forfeit the right to vote on decisions** made at that meeting, however they may participate in all decisions at following meetings.

Coalition Leadership Team:

- Each member organization gets to **nominate a representative of another member organization (or themselves) to be considered for the 6-person Steering** Committee and gets to vote for the final Steering Committee slate
- The **Leadership team** is comprised of the Steering committee and the Chairs of the subcommittees

Use these journal prompts to reflect on agreements/expectations/guidelines/commitments for your coalition..



Having reviewed the community commitments above, which aspects do you think would be most useful for your coalition to develop? What would you add to your coalition’s commitments?



What is more possible if your coalition develops shared expectations/commitments?



What could be challenging/go wrong if your coalition tried to develop/implement shared expectations/commitments? What about if you agree to these and someone breaks the agreements?



What question(s) do you have about developing shared expectations/commitments for your coalition and/or holding participating individuals/organizations accountable to them?



What are your next steps for developing shared expectations/commitments for your coalition? How will you navigate the challenges you outlined above? One option we encourage is to share your specific questions and challenges with us so we can discuss/practice them during our live session together. You can submit them in the learning portal when you are done with the self-paced learning portion.