

Partnership Agreement

MAREP and partners agree to:

- foster a safe space for all;
- recognize and respect the multiple, diverse, and equally valuable knowledge-bases of each other;
- treat each other with respect and as equals;
- express ourselves openly while we work together towards shared goals;
- provide adequate opportunities for each other to make contributions;
- provide a range of ways for each other to share their insights and contribute;
- explore the supports needed to participate and work with to enable full involvement;
- listen respectfully, and sincerely try to understand the each other's needs and interests;
- listen with our ears, eyes and heart, and be patient when listening to each other. We will watch for nonverbal cues and body language and respond appropriately;
- ask questions to gain clarity and further understanding of each others' perspectives;
- ensure everyone receives the information they need to participate fully;
- respond with affection and reassurance and pay attention to the feelings each other are experiencing and respond in respectful and sensitive ways;
- request a break when we need to;
- be open to different perspectives recognizing that, even if we do not agree with each perspective, that each of us is entitled to our own views and opinions;
- speak up if something is not working for us and provide opportunities to express concerns;
- share our issues and concerns immediately and with full honesty to avoid escalation of the issue;
- not dwell on things that did not work in the past, but instead will focus on the future we would like to create;
- engage in regular celebrations of success, no matter how small;
- maintain our sense of humour (though not at each other's expense) in difficult situations; and,
- make a conscious, sincere effort in our actions and responsibilities because we value other's – their time, opinions and desired outcomes.

If conflict occurs, we agree to work through the disagreement with respect and sensitivity. Once everyone has expressed their concerns on the issue and solutions have been explored with the group, we will work with our partners to develop a mutually acceptable resolution. Conflict and differences are not necessarily bad things. They can be extremely positive as they can open up opportunities for new possibilities and lead to new ideas, approaches, and policies.