LEADING THE WAY TO CHANGE:

4.1 COMMUNITY PARTNERSHIPS & ENGAGEMENT FRAMEWORK

COMMUNITY PARTNERSHIPS ANNUAL REPORT: COLLABORATIVE DREAMING

PRESENTED BY: KIMBERLEY TULL & MELANIE BLACKMAN

DEPARTMENT OF COMMUNITY PARTNERSHIPS & ENGAGEMENT

OUR TIME TOGETHER

New Team Members

SD 4.1 Partnerships & Engagement Framework
- Context Settings
- Trust the Process
- Resource Guide
- Moving Forward

Annual Report: Collaborative Dreaming
- Areas of Focus
- Highlights
- Moving Forwad

UNIVERSITY OF
TORONTO
SCARBOROUGH

COLLABORATIVE
DREAMING

New Team Members

Celeste Ceres
(she/her)

Communications
Officer

Thevya
Balendran
(she/her)

Program Design &
IntegratIon
Coordinator

Josette
Blackwood
(she/her)

Community
Partnerships,
Coordinator

PRINCIPLES & VALUES

OUR PRINCIPLES

(Based on discussions from SD 4.1 Working Group – this is a starting point based on the values identified by the working group)

Culture and Values

Shared values, understanding of the purpose and framework, and approach of partners and acceptance of differences (e.g. values, ways of working) are all key components of a successful partnership. Having respect for the contributions of all partners, combined with an acknowledgement of status barriers, will aid in addressing power dynamics and lead to the active involvement and role and responsibility clarity of individual members regarding the division of labour, funding supports, accountability measures, expectations of each other and sustainability of the partnership.

Transparency and Accountability

An emphasis of establishing and valuing a process based on a shared common vision and purpose that builds trust and openness and recognizes the value and contribution of all partners also needs to exist. Additionally, shared, and transparent decision-making processes—extending the scope of influence over and involvement with other services and activities—will prove essential to your partnership. Shared goals and aims, understood, and accepted as being important by each partner, lead to improved coordination of policies, programs, systems, processes, and service delivery, and better outcomes for all.

Not Overly Predictive

Focus on the process and allow for fluidity of the process/relationship/community to drive the direction of the relationship and pace of the work. This allows space for generative discussions and for the partnership and partners to be reflective and responsive – encouraging constant learning and growth.

Rooted in Historical Context and Relevancy

Taking the time to understand and learn the history of the communities, agencies, organizations, and people with which you partner; understanding their relationship with post-secondary institutions and UTSC's relationship with them. UTSC staff, faculty and students cannot assume that they are the first point of contact for a partner. We support and encourage both internal and external partners to look beyond borders and across disciplines and sectors for partnership opportunities and identify mutual benefit.

OUR PRINCIPLES

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Being Present

We are present in communities (however defined), involved on community tables, in discussions and have built or are building relationships with community partners, residents, government, industry, institutions, and agencies. We do not show up only when we need something. UTSC's internal community has a civic responsibility to engage in conversations when there are no asks on the table. If a partnership is going to succeed, it requires strong feedback loops; effective communication at all levels within the partnership and within partner organizations, sharing and accessing knowledge, stories, and information, needs to exist.

Invested in People

We have invested in human capacity to help navigate external partnerships and engage in shared leadership among individuals who are recognized and empowered by their own organizations and communities and trusted by partners to build consensus, resolve conflicts, and advance joint priorities.

Not Top Down

No staff, faculty, and students do not parachute in, extract data/resources and then leave; we co-create and engage in community participatory-action based research and community-engaged scholarship and partnerships. It is imperative that we acknowledge power dynamics within relationships in order to collectively sustain healthy partnerships. A healthy partnership promotes an atmosphere of learning. Investing in our collective skills, knowledge, and competence needs to be highly valued within the partnership. This open mindset and spirit of facilitation creates opportunities to shape each other's work and learning together. In this environment, members can more effectively reflect on both developmental successes and failures.

Social Justice Rooted in Human Rights

Remodel human rights and responsibilities at a community level and on a human scale reasserts human expertise in shared humanity and reclaims the power that lies in both rights and responsibilities at the local, national and international levels.

OUR VALUES

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ANTI-COLONIAL PRACTICES

The dynamic processes, reflexive methods, and interdependent practices of unsettling complex structures, systemic mechanisms, and every day (yet power-laden) routines that reaffirm colonial social relations. Decolonization needs to be "inherently connected to the lands, lives, histories, and futures of the Indigenous peoples of Turtle Island. It must be situated and relational, as well as discursively and materially practiced across-and-within varying spaces, places, times, temporalities, and geographies.
https://www-tandfonline-com.myaccess.library.utoronto.ca/doi/pdf/10.1080/10455752.2017.1368680?needAccess=true

ANTI-OPPRESSION PRACTICE

Anti-Oppression practice recognizes that multiple forms of oppression can occur simultaneously within micro-, mezzo-, and macro-levels that uniquely impact marginalized people and communities. It works to eradicate oppression and challenge power structures through collective institutional and societal changes (Sakamoto & Pitner, 2005).
https://www.criticallyinfusedsw.com/antioppressive-practice

RECIPROCITY/MUTUAL RECOGNITION AND SUPPORT

Universities and colleges are embedded in communities locally, as well as nationally, regionally, and internationally. By recognizing a responsibility to foster mutuality, universities and colleges acknowledge that with reciprocity all things do not need to be equal for acceptance and mutuality to thrive. If equality is evoked as the only standard by which it is deemed acceptable for people to meet across boundaries and create community, then there is little hope. Fortunately, mutuality is a more constructive and positive foundation for the building of ties that allow for differences in status, position, power, and privilege whether determined by race, class, sexuality, religion, or nationality." (bell hooks, Belonging: A Culture of Place; Scarborough National Charter p. 4)
https://www-tandfonline-com.myaccess.library.utoronto.ca/doi/pdf/10.1080/10455752.2017.1368680?needAccess=true

OUR VALUES

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HUMILITY

When we attempt to appreciate the complexities of the community we live in and how that community shapes us — or prepare to relearn, unlearn, adapt our language, and work style to meet the priorities of diverse collaborators — it is necessary that we examine and mitigate any patriarchy or paternalism that may undermine these goals. It challenges us to change the way we carry out our daily activities as students, scholars, teachers, and staff.

TRUST, TRANSPARENCY AND CARE

This is about consistent behavior in all your relationships with others. People judge us on our behaviour not our intentions. The principle here is alignment – in essence, does your organizational structures, policies, and systems engender the trust we want to achieve? There is no more important quality for partnerships than hope. Change starts with individuals, and then it grows as we work together with hope for a better, more fruitful future.

COLLABORATION AND INCLUSION

Respect for your community and others is important in this process. Without it, the change that is needed will not be possible. A large part of external partnerships revolves around two major values: group inclusion and collaboration. Focusing on solidarity and being respectful of others is a large part of the process.
SOURCE:www.cogum-global.org/core-values-community-development/

It is important to note that these principles can be applied across different levels and functions of partnership arrangements. However, existing, or new partnerships should aim to apply all of these principles, as they ground the partnership development. Following these standards will ensure that partnerships are working effectively and will successfully enable them to achieve their overall goals.

GROUNDING

REFLECTION

COLLABORATIVE LEARNING

TRUST THE PROCESS

Partnerships aren't static, they are full of life. They embody lived experiences, knowledge-sharing, and intersectionality. Hence, this framework exemplifies the fluidity and interconnectedness of meaningful partnerships. The infinity symbol depicts that this is an iterative process that requires time and trust. People can map themselves anywhere on this framework and can come in and out of any stage. Stage 8—Revisit, rethink, & evolve— happens throughout the process.

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2 UNDERSTANDING
A basic understanding about the purpose of coming together and what the relationship is hoping to accomplish, based on partner-defined and university-defined priorities.

6 COLLABORATION
Partners are able to work together on a specific project and approach to reach a common goal – innovative ideas are presented to meet a common priority.

1 VALUES
Articulating and sharing guiding beliefs and principles that are core to and inform your partnership decisions and activities.

5 COORDINATION
Organizational independence. Self-interests and resources are defined. Coordination may include an exchange of information, stories, materials, services, and/or resources aligning strategic agendas.

8 REVISIT, RETHINK & EVOLVE
Decisions and actions are subject to regular oversight and evaluation of the agreed to values and principles. Objectives are met and benefit the external community as intended. Emphasizes the importance of ethical behaviour and accountability in order to strengthen the relationship and work.

4 SHARED INTERESTS
Partnerships that embed mutual benefit, mutual contribution of expertise and mutual dedication of time and energy.

7 COLLECTIVE ACTION
Multi-sector coalition toward a common goal with an aim to holistically improve conditions for a group of people, neighborhood, or region.

3 SELF-DETERMINATION
Partners choosing and setting their own goals, being involved in making decisions, self-advocating, and then working together to reach their goals.

SD 4.1 Draft

PARTNERSHIP & ENGAGEMENT FRAMEWORK

2023

Collective Work of UTSC Colleagues, Community and Partners

- Framework - Mapping Your Work
- Building Community Through Language
- Governance & Leadership
- Communication & Accountability
- Types of Engagement
- Equity Diversity & Inclusion
- Intercultural Education
- Diffusing Power & Building Trust
- Compensation Guidelines
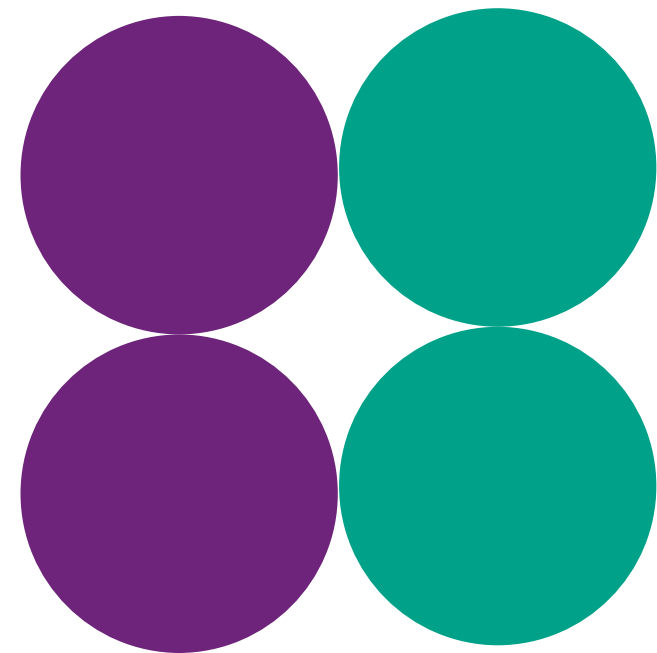- On Campus Events
- Risk/Issues Management
- FAQs

ROLLOUT

- Website campaign rollout of Framework and Resource Guide
- Development of campus learning modules
- Visits to academic/ admin departments and key spaces on campus
- Student Training Sessions
- Sharing in Community Spaces
- Sharing Tri-Campus

MEASURING IMPACT

Identifying key impact indicators:
- Data/Outcome
- Activity/Project/Partnership
- Partnership Database Development

UNIVERSITY OF TORONTO SCARBOROUGH

INSPIRING INCLUSIVE EXCELLENCE

INSPRING ACTIONS TOGETHER

INSPIRATION

COLLABORATIVE DREAMING

UNIVERSITY OF TORONTO SCARBOROUGH

Areas of Focus/Highlights:

- Reflection
- Inspiration
- Aspiration

Calls to Actions
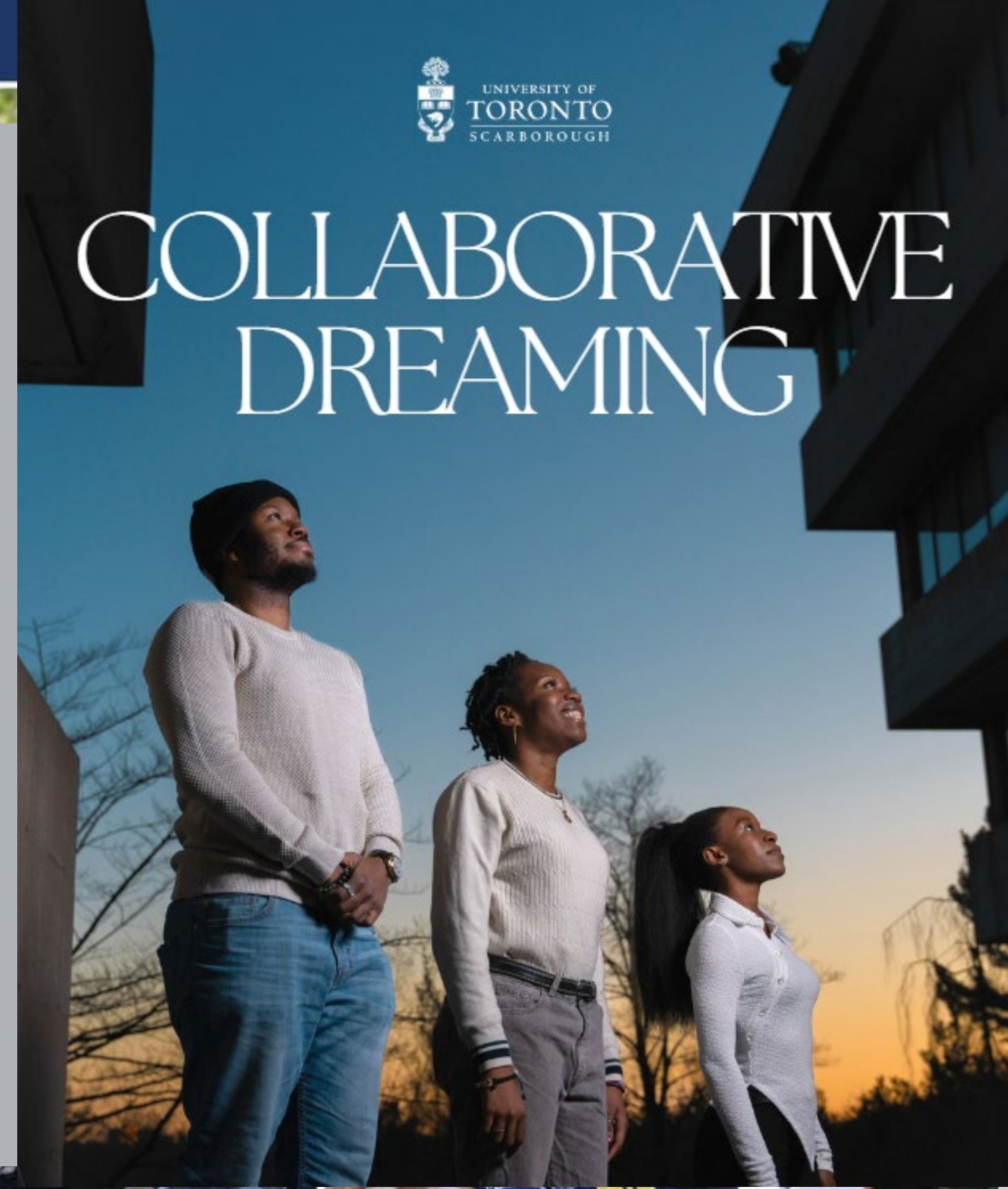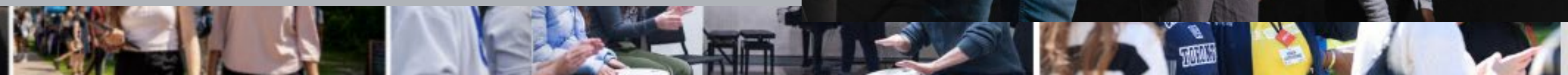
REFLECTION

REFLECTION
artwork

ARTIST STATEMENT:

Reflection—a core principle of the artist's practice that has been instrumental to the ways in which we choose to express ourselves creatively and how we show up in the world on a day-to-day basis.

ARTIST BIO

Anthony Gebrehiwot (TonyxTones) is an award-winning visual artist, photographer and community leader whose creative lens re-envisions photography as an ongoing
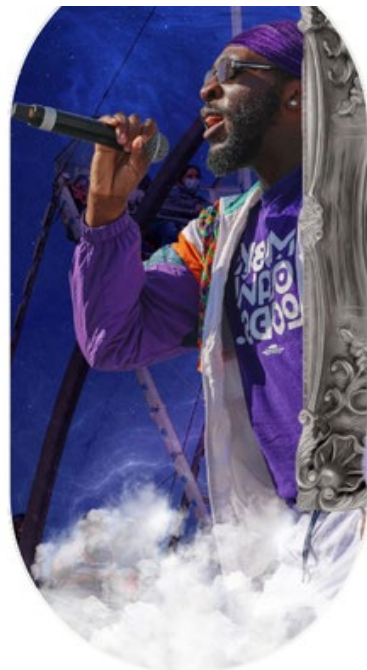
REFLECTION

From the language we use, to the structure of class curricula, it is our ambition to foster a spirit of ongoing reflection and elevation that is rooted in anti-colonial practices. By challenging the status quo, we will promote a culture of leadership that is transparent, inclusive, and transformational—and as a result, advance the priorities of our strategic plan, *Inspiring Inclusive Excellence*.

Reflection is the key to honouring the wisdom and lived experiences of those around us and embedding those learnings into purposeful frameworks that support the community.

REFLECTION
affirmation

"We rest and reflect on learnings of the past to inform the next part of our cycle: our collective future.

We are not bound by history, instead we are aware of the histories we do not want to repeat.

We honour the resistance and efforts of those who came before us by carrying their learnings and dreams with us into a new future."

INSPIRATION

INSPIRATION
artwork

ARTIST STATEMENT:

Untitled speaks to botany, astrology and the interconnectedness of all living things. By connecting to the creation stories of our land, Johnston believes we can be inspired by the world around us, be fully present, and work in a space of humility, respect and honour.

ARTIST BIO

Nyle Johnston's spirit name is Wiishkoonseh Miigizi'enh, which means Whistling White-Headed Eagle. He grew up in Chippewas of Nawash Unceded First Nation and apprenticed with Storytellers since his youth. Sources of his artistic inspiration include woodland painters, Storytellers and the traditions of his Indigenous

Acrylic, ink and

INSPIRATION

Inspiration is at the core of our collective identity at U of T Scarborough. It speaks to the importance of being fully present, showing up even when there is not an ask on the table, and operating from a place of humility, respect, and honour.

U of T Scarborough's non-traditional take on learning and exploration redefines what it means to be an anchor institution. From experiential learning to community engagement, inspiration is the pulse and creativity behind our dreams. It allows us to be immersed in learning through intergenerational connections and leads us into meaningful partnerships that advance our mission.
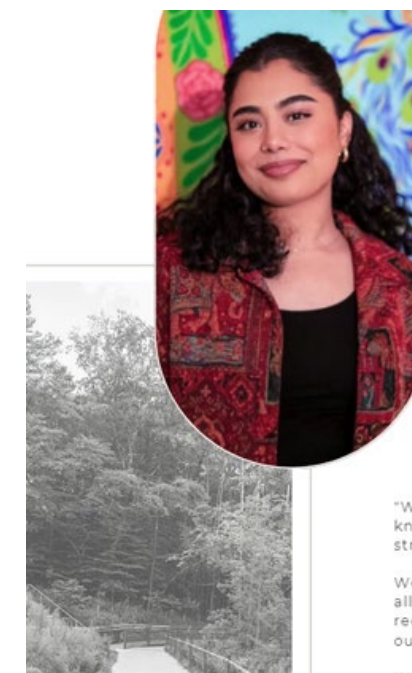
INSPIRATION
affirmation

"When we open ourselves up to receive knowledge from those around us, we form strong connections and get inspired.

We, as humans, cannot truly be experts of all. We must keep ourselves open and receptive to what others can teach us all our lives to even come close.

We often search for inspiration on the

ASPIRATION

ASPIRATION
artwork

ARTIST STATEMENT:

In this piece, a vast sea reaches far into the horizon, above it is a galaxy scene, made even brighter with the contact it makes with the dreamers featured in the center. The sea and the stars can both feel intimidating and looming, but when viewed with a different lens, are full of life and possibility. A large koi fish lifts the dreamers to their destination, a symbol of power, imagination, and versatility - tools we use to reach higher.

The koi is also almost an exact replica of another art piece I created just before entering UTSC as a student, over four years later, it has come to represent a culmination of the dreams I have shared with my friends,

Digital art composition by Estrella Márquez

ARTIST BIO

Estrella Márquez is a recent UTSC graduate

ASPIRATION

Empowered by the energy of our dynamic community, we boldly pursue excellence for the betterment of all who call U of T Scarborough home. As we lead new frontiers in academics, research, and community engagement, we aim to be a model of collective success both nationally and globally—built upon the visionary spirit of our students, faculty, staff, and community partners.

ASPIRATION
affirmation

"In Canada, we have a marvellous opportunity —perhaps a duty—to build a society which acknowledges and incorporates the shared values and aspirations of our multicultural

"THERE ARE DIFFERENT NATURES OF OUR RELATIONSHIPS, BUT RECIPROCITY IS THE COMMON THREAD."

— ANDREW ARIFUZZAMAN,
CHIEF ADMINISTRATIVE OFFICER,
U OF T SCARBOROUGH

CALLS TO ACTION

HOW CAN WE USE REFLECTION TO ENSURE THAT EVERYONE IN OUR COMMUNITY FEELS HEARD, VALUED AND RESPECTED?

HOW CAN I MAINTAIN A SENSE OF GRATITUDE FOR THE PEOPLE, PLACES, AND THINGS THAT INSPIRE ME IN LIFE?

WHO AND WHAT ARE THE PEOPLE AND EXPERIENCES THAT HAVE INSPIRED MY ASPIRATIONS, AND HOW CAN I STAY CONNECTED TO THEM?

Thank you!

―

"You can see when someone creates something and it's intentionally done, and you can recognize that from that lens, you can recognize when work is done with Ode' nid gh, which means your heart, people would recognize that."

WWW.UTSC.UTORONTO.CA/PARTNERSHIPS