To edit this tool in Google Drive: Upload the PDF to Google Drive. Using Google Chrome internet browser, click the “Open with” down arrow and select the “DocHub- PDF Sign & Edit” Google Drive Add-on. Select your CPS Gmail account and allow access. Complete and select download/export arrow to export to Google Drive.

CPS EQUITY FRAMEWORK

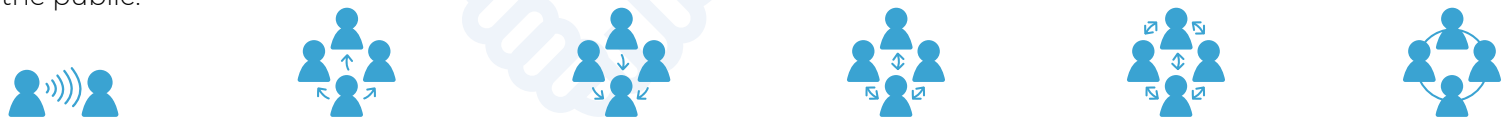
SPECTRUM OF INCLUSIVE PARTNERSHIPS

Chicago Public Schools

OFFICE OF EQUITY
Chicago Public Schools

SPECTRUM OF INCLUSIVE PARTNERSHIPS

The **Spectrum of Inclusive Partnerships** is a tool to assist with transparency and trust around the level of participation of partners - those with institutional memory, those impacted by decisions, and those responsible for implementation - to set expectations, and to define the stakeholder's role in design, decision, or communication processes. This continuous improvement resource helps us get better at partnering with people most impacted by inequities to 1) value and publicly acknowledge a diverse array of perspectives; 2) engage in authentic and collaborative experiences and; 3) recognize and prioritize communities' and cultures' solutions and ideas, which may have previously been ignored. Although the tool appears linear, inclusive partnerships are flexible within a specific process stage and at different points in time. For example, a parent group that represents our least-served students could collaborate on decision-making at one stage and then be informed or consulted during the implementation of the subsequent plan. As you move further right on the spectrum, the stakeholder has higher impact on the decision. To start, select the role(s) of engagement needed and plan with the role in mind to engage the public.



ROLES	LISTEN	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
STAKEHOLDER PARTICIPATION GOAL	To provide stakeholders space and time to be heard.	To provide stakeholders balanced and objective information to assist them in understanding the problem, alternatives, opportunities, and/or solutions.	To obtain stakeholder feedback on analysis, alternatives, and/or decisions. To provide an opportunity for the stakeholders to contribute their perspectives.	To work directly with stakeholders throughout the process to ensure that stakeholder concerns and aspirations are consistently understood and considered.	To partner with stakeholders in each aspect of the decision, including developing alternative solutions and identifying the preferred solution.	To place final decision-making in the hands of the stakeholders.
PROMISE TO THE STAKEHOLDER	We will listen to your concerns with the intention of understanding and not only to reply.	We will keep you informed.	We will keep you informed, listen to and acknowledge your concerns and aspirations, and provide feedback on how public input influenced the decision. We will seek your feedback on drafts and proposals.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will work together with you to formulate and prioritize solutions, as well as incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.
EXAMPLES	· Constructivist listening · Listening to learn	· Fact sheets · Websites · Newsletters	· Town hall meetings · Focus groups · Surveys	· Workshops · Deliberate polling	· Steering committees · Participatory decision-making	· Votes · Delegated decisions · Consensus
NOTES	Diversity and inclusion drive the spectrum of inclusive partnerships. Diversity adds value to all decision-making processes. Practicing inclusive partnerships requires progress on liberatory thinking. By managing privilege and bias, liberatory thinkers disrupt historical ways of engaging stakeholders. Adapted from IAP2 International Federation 2018 Spectrum of Public Participation – (CPS Equity Framework, p. 30-31)					