

# Education Justice Coalition Coalition Agreements

## Mission

The Education Justice Coalition of San Diego is a community and labor coalition that campaigns for the San Diego Unified School District (SDUSD) to allocate resources and support communities in the implementation of well-resourced, community-centered, anti-racist and democratically-run schools. Education justice in SDUSD means that underserved communities receive equitable resources, create community partnerships, and foster the self-empowerment necessary to support student learning, strong families and thriving communities.

We began this work as the Community Schools Coalition and succeeded in winning the establishment of community schools at SDUSD in 2020. In addition to our current focus on family and community engagement which is one of the core pillars of community schools, we are committed to tracking the District's progress on community schools and to ensuring the district maintains fidelity to the pillars as laid out in the 2020 and 2023 community schools resolutions.

## Values

The coalition shares the following beliefs.

- Public schools are essential institutions and fundamental to building a democratic society.
- Public institutions should be governed in a transparent way. To the greatest extent possible decisions should be made using democratic processes.
- School leaders should be accountable to the school community and the broader community.
- Schools should collaborate with community partners.
- Schools should treat the needs of communities as urgent and move to make good decisions, and to make and implement those decisions quickly.
- Resources should be allocated equitably which means that those with the greatest need and/or those who have been historically oppressed should receive a larger share of resources than those with less need and/or more access historically.

## How We Collaborate

- We seek inclusion and equity, striving to make decisions with and not for impacted communities.
- We aim for consistent attendance and mindful participation.
- We encourage active communication.
- We show respect for people and our shared humanity

## **Coalition Membership**

We aim for the coalition membership to represent the ethnic, gender, regional, and organizational (community organizations, unions, non-profits, etc.) diversity of the SDUSD community in addition to sharing our values and goals.

Organizations that are part of the coalition agree to take an active role in developing and implementing the coalition's goals, strategies, and activities. They agree to engage their members and/or the communities in which they work in campaign actions. They agree to take a proactive role in maintaining alignment of values, goals, and strategies. This includes being transparent with coalition members about potential misalignment or limitations so that we can collaboratively find ways to address them.

## **Coalition Meetings**

- The coalition will set meetings in accordance with the campaign timeline to ensure there is unity on campaign goals and strategy, timely communication, coordinated action, and meaningful engagement.
- Coalition members should designate a consistent representative for meetings and communication to promote continuity. If a representative cannot attend a meeting, we encourage them to arrange to have an alternate representative and/or to review the meeting notes to keep up with what is going on.
- Coalition members can add items for meeting agendas by sending a request to the coalition organizer. Ideally these requests are submitted at least 5 working days prior to a scheduled coalition meeting.
- The coalition organizer will send the meeting agenda at least 3 working days prior to a coalition meeting.

## **Working Groups or Committees**

Working groups or committees may form as needed to help achieve campaign goals or otherwise build our collective power to make systemic change. Working groups or committees can develop recommendations but final decisions are made by the coalition.

## **Steering Committee**

The steering committee will convene coalition meetings. The steering committee will provide administrative and organizing support to the coalition.

## Decision Making: Modified Consensus

Major decisions, such as campaign goals, coalition positions/endorsements, and adding new coalition members are made by coalition members. We will strive to reach consensus on all decisions and also acknowledge that we may not all agree all of the time. Voting will aim to seek consensus. If consensus is not possible, we will move to voting with a 75% support threshold needed to pass.

### Voting process:

#### Thumbs up:

- Your organization approves and is ready to move forward.

#### Thumbs to the side:

- You want to ask more questions or get some clarification from the coalition.
- You need to check in with your organization to determine your vote.
- Your organization is neutral (neither for nor against the proposed action or decision).
- Your organization is not in favor, won't participate, but will not block the group from moving forward.

#### Thumbs down:

- Your organization wants to block.

#### Process if an organization wants to block a decision.

- The facilitator will ask what amendments the blocking organization would need to move to a supportive or neutral position, and discussion would ensue to make sure other coalition members support the amendments.
- The facilitator will confirm if there is now consensus.
- If no consensus can be reached, the coalition will move to a vote. 75% of coalition members must support for the item to pass.

## Expanding Coalition Membership

Anyone (e.g., coalition members, allies, outside individuals or groups etc.) can recommend new organizations for consideration in the coalition to a steering committee member. Coalition expansion should be strategic and focused on equity, worker justice, representation, and building the power needed to achieve our goals.

- Upon recommendation, a steering committee member will conduct a one-on-one

meeting with a representative of the recommended group to share information about the coalition and how we collaborate in addition to learning about their purpose and what they hope to accomplish by being part of the coalition.

- The steering committee will discuss and assess whether the recommended organization meets the needs and values of the coalition and will recommend that the coalition vote on adding groups to the coalition when appropriate. If the steering committee does not believe an organization meets the needs and values of the coalition, any coalition member has the option to bring it up to the entire coalition for consideration.
- The coalition will discuss and make a decision on adding the organization into the coalition. If the coalition agrees with the steering committee's recommendation, a member of the steering committee will reach out to invite them to join.

**New Member On-Boarding Process:**

- A steering committee member will meet with the coalition representative to ensure they have been invited to meetings, are able to access coalition documents, address any questions, and generally help them integrate so that their organization can participate fully in the coalition.

**Amending the Coalition Agreements**

If your organization would like to make an amendment to the Coalition Agreements, communicate this need to the coalition organizer or a steering committee member, and we will follow the decision making process to make the necessary amendment(s).

**We agree with the Coalition Agreements and will join as a member of the Education Justice Coalition of San Diego.**

**Organization Name:**

\_\_\_\_\_

**Organization's primary contact:**

**Name (Print):** \_\_\_\_\_ **Title:** \_\_\_\_\_

**Email** \_\_\_\_\_ **Phone** \_\_\_\_\_

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_