

Guiding Principles & Best Practices for Community Engagement

UHI Baltimore Health Equity Impact Grant Measures

Principle	Outcomes	Measures
Shared Vision & Values	Initiate partnerships with the intention of drawing together university and community in unity of purpose. Must co-develop shared vision, purpose, mission, values and goals. Partnerships should actively co-design projects that dismantle oppressive systems, confront disinvestment, and work towards justice.	Co-develop and mutually agree upon the specific aims (research questions and goals). Prioritize methods that address structural issues to promote social justice.
Mutuality & Respect	The structures, policies, and participants of a partnership will reflect the importance and value of all contributors for their unique expertise and experience. Participants will commit to building trust, exploring history, working for reconciliation and equity, and practicing humility. Co-design partnership practices and policies that acknowledge and leverage power and privilege for the shared vision.	Budget includes allocation of funds to support community partner contributions of time and expertise. Budget includes allocation of funds to support or compensate any involvement of Baltimore residents.
Transparency & Communication	Co-develop transparency and communication partnership guidelines. Guidelines should be updated as needed. Include plan for how to share partnership outcomes.	Outline a plan for regular, ongoing, and transparent communication between partners. Budget is co-developed and spending is transparent.

Principle	Outcomes	Measures
		Dissemination plan includes dissemination to the community involved in the project. When possible, opt for open access publishing options for scientific dissemination of project so that the knowledge generated is readily available to the Baltimore community. When possible, make publications available on partner websites. Use a variety of communication channels, methods, and messengers to enhance the reach of findings and innovations.
Shared Decision-Making	Partners will co-develop process for making decisions together. Create guidelines/structures for shared power. Projects should establish leadership structures with community partners. Partners will gather the best available information to inform their decisions, incorporate the values and preferences of members in an inclusive manner, and share power, responsibility and accountability.	JHU faculty and community partner are equal partners as co-PIs on the project.
Commitment	Hold each other accountable to deliver as promised on the partnership's shared vision and expectations. Remain faithful to partnership and vision in the face of opposition or challenges. Build, when relevant, a sustainability plan to maintain and grow partnership outcomes. Partners will disclose relevant and accurate information with one another and communicate clearly, authentically, and regularly using a variety of different methods to optimize engagement.	Project timelines are co-developed. At the time of grant development, strategize for partnership sustainability to extend beyond the UHI grant period.