



EF+Math Program

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Community Charter Template

Description

This resource is provided as an example of the Inclusive Research Key Action of “Include educators, students, and family members in research decisions and leadership roles.” This is a template for a Community Charter, a framework inspired by Digital Promise’s Inclusive Innovation model. This framework provides an entry point for a diverse team of multidisciplinary individuals to cultivate mutual trust, establish collective goals, and align on a unified approach to achieving Inclusive R&D goals.

EF+Math: Community Charter - [Team Name]

Connect & Commit: Community Charter: Commitments and Agreements		
Description: Community charters define the core values and commitments the team members are making that will guide their engagement in equity-centered Inclusive R&D.		
Team Members: [link to directory]		
Name	Organization/Affiliation	Team Role

Our Resources:

Notes [add link]

Community Asset Map [link to be added]

Co-Design Strategic R&D Plan [link to be added]

Purpose	What is the team aiming to accomplish together?	
Success	How will the team know the goal is achieved?	
Core Values	What does the team care about to guide the work?	
Equity Commitments	How will the team ensure equity is centered in the R&D process?	

Community Agreements	What are the norms that will govern the team's work?	
Participation	What will the team do to encourage participation? How will the team value context expertise?	

Notes:

- 1. Purpose:** What are you aiming to achieve in terms of both the co-design process and the product you will develop together?
- 2. Success:** What will success look like for both the co-design process and the product you collaboratively design and develop? How will you know that your solution will dramatically improve math outcomes for traditionally underserved student populations? Note: This can be a high level description; specific measures will be incorporated into the Co-Design Strategic R&D Plan.
- 3. Core Values:** What shared values will help guide how you approach your work and how you collaborate with each other throughout the co-design process?
- 4. Equity Commitments:** How will you know that your team has centered equity? When designing your equity commitments, we encourage you to reference the [EF+Math Equity Definition](#) and address how equity will be

centered both in the design of the prototype and in the way the team works together (i.e. whose voices are centered, etc.).

5. **Community Agreements:** These agreements set the expectations and the space for each participant to engage and feel heard, seen, and honored during co-design meetings. We recommend creating them collaboratively and reviewing them at the beginning of every meeting. The agreements we shared at the first co-design workshop are as follow:

- Speak from the “I.” We speak from our experiences instead of using generalizations.
- Assume good intentions but name and own our impact. Regardless of our intentions, impact still occurred. Seek to repair and learn.
- Use respectful communication. We offer mutual respect and acknowledge that we are all learners. We aim to receive and give feedback with love.
- Make space. Everyone has something valuable to contribute, so be cognizant of how much air time you’re taking.
- No one knows everything, together we know a lot. We don’t expect perfection, instead let’s learn together.
- Stories stay, learnings leave. We don’t share names or specific stories we heard in breakout rooms, but we do take away learnings.

6. **Participation:** What roles and practices are needed to keep the team focused and promote productivity and equity?

Consider the following:

- How will leadership be structured?
- How will meetings be planned, structured, and led?
- How will [decisions](#) be made? When will you use a consensus-based approach? Will you use majority rule?
- Who will data be collected and interpreted? How findings and learnings are shared?
- How will the team ensure accountability to stakeholders, particularly those who will be most directly impacted by the development and implementation of the solution?