



## Practices and Principles for Place Based Work

- Some principles and practices we have gathered from our work with both philanthropy and communities include:
  - Funder openness and transparency- Share your goals and strategies. Be honest about how you make decisions and measure success.
  - Engage in co-creation with communities. Be clear if there are areas that are non-negotiables and why.
  - Create feedback loops. Act on feedback you receive from communities, share with them what you have acted on and what you haven't and why.
  - Approach the work with a learning attitude recognize that there is knowledge and expertise in the community. You should be willing to learn from communities in order to change actions and internal culture
  - Acknowledge the power that you hold and be willing to leverage it to increase the visibility and access of partners on the ground.
  - Recognize that there are times when you need to be quiet and listen to the knowledge from the community and allow them to take the lead and hold the reigns. Admit when you don't know something. Admit when you made a mistake.
  - Be open to other definitions of success.
  - Encourage philanthropy peers to adopt these practices
  - Coordinate multiple funders working in the same place or investing in same projects to take some burdens off your grantee partners.