

Disrupting the Silo: Developing Partnerships with Internal and External Communities

Access Connections Day
March 4, 2020



START **THE**
CONVERSATION

TOWARDS 2030

The University is a positive social force and this role is likely to grow in importance as the size, diversity, and complexity of the Toronto region also grows.

Goals: a leader in research-intensive undergraduate education • a leader in graduate education • a globally ranked research powerhouse

PRESIDENT'S THREE PRIORITIES

1. Leveraging Our Urban Location(s)
2. Strengthen and deepen key international partnerships
3. Reimagine and re-invent undergraduate education

INCLUSIVE EXCELLENCE THROUGH FOUR IMPERATIVES AND COMMITMENTS

- Bold, empathetic, shared, transparent, inclusive, and transformational ***leadership***
- Healthy and Inclusive ***Working and Learning Environment***
- Local and Global ***Networks and Partnerships***
- ***Research/scholarly prominence*** in established and emerging areas and exceptional learning



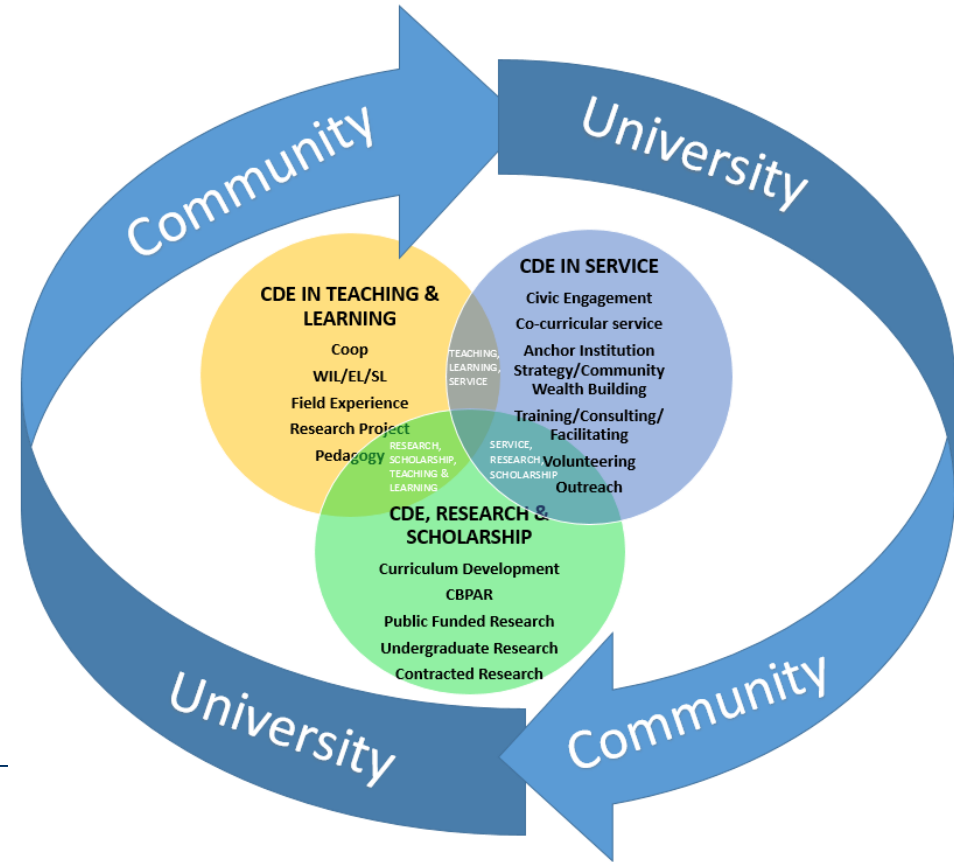
Rethinking the Ivory Tower

ABCD ecosystems trust
 processes
 humility
 policies acce
 Social Justice ss
 systems
 values knowledge





Reciprocal Learning Partnerships



Values-Based, Reciprocal Learning Partnerships

- **Assets** (resources, strengths, and interests) identification and recognition for all partners
- **Dialogue** within partners and between partners
- Creation of common **language**
- **Relationship-building** strategies
- Describing and understanding each other's **culture**
- **Co-learning**
- Collaborative agenda setting
- **Social Empathy**/Locating Self
- Joint problem **posing/solving**
- Identification & recognition of each **partner's needs, issues & challenges**
- **Self assessment & reflection** within each partner group and between partners
- Constant **negotiation & modification**
- **Supporting infrastructure** in each partner's organization

- Choosing a Partner
- Navigating the System and Community
- Establishing Trust and Reciprocity
- Defining the Partnership
- Aligning Strategies
- Listening/Communicating
- Humility
- Accountability



Make Connections

Working with
Community



Types of
Partnerships

Cross-sector
Collaborations
Strategic alliances
Informal/Formal
Granting/Funding
Transactional vs
Transformational



A community agency, Project Now, approached the Partnerships Department at the university to partner on an access program for grade 8 girls transitioning to high school. The program, “Femtors”, was conceptualized and designed by Project Now. As a new organization, they cannot apply for funding on their own because they do not have three years’ worth of audited financial records to serve as back up for the granting agency, as a result they’ve asked the Partnerships Department to serve as trustee.

Project Now wrote the majority of the grant with input from the program partners, including the Partnerships Department. Based on the funding system, the trustee has to apply for the grant as the “lead agency”. The Partnerships Department agreed to be the trustee and submitted the grant on behalf of the community partner. The Femtors’ initiative was successful in receiving the grant. The program ran from January to December successfully. During this process, all partners were supportive, collaborative and flexible. Program participants also expressed their appreciation and gratitude for the program and are looking forward to building on the success.

Upon completion of the program, the year-end report was submitted to the funder by the Partnerships Department at U of T without input or knowledge from Project Now or other partnering organizations. Further, Project Now saw a tweet on social media showcasing a photo-op at the university with a local government official with program participants; the government official is wearing Femtors branded clothing, and is standing in front of the University’s banner.

Tweet from the university’s handle:

“A big thank you to @localgovernmentofficial for stopping by U of T to recognize the “Femtors” program funded by @wegivemoney”

When the University was approached by Project Now as to why they were not included in any of the year-end requirements, including the photo-op, it was explained to them that “everything was happening so quickly”.

Critical Challenges

- Complex organization
- Decentralized structure
- Partnership/Relationship Building Takes Time
- ABCD/Reciprocal Learning Partnership Approach
- Navigating and Nurturing
- Incentivizing
- Knowing the History
- Locating Self

Key Considerations

- Managing Expectations
- Capacity - Funding/Resources
- Language Barriers
- Assessing Impact
- Sustainability/Continuity
- Benefits and Limitations
- AO, AR Training and Equity Framework
- Fatigue
- Varying/Changing Priorities
- Defining Community/Local
- Hope/Optimism

How We Can Support?

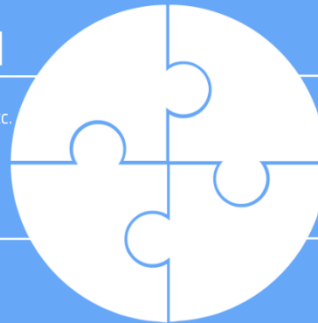
connect. facilitate. navigate. translate. on the ground. strategy. relationship build.

Decentralized

Partnerships across systems,
access to networks, resources etc.

Contracts/ Agreements

MOUs, Contracts, TORs



No Clear Definition

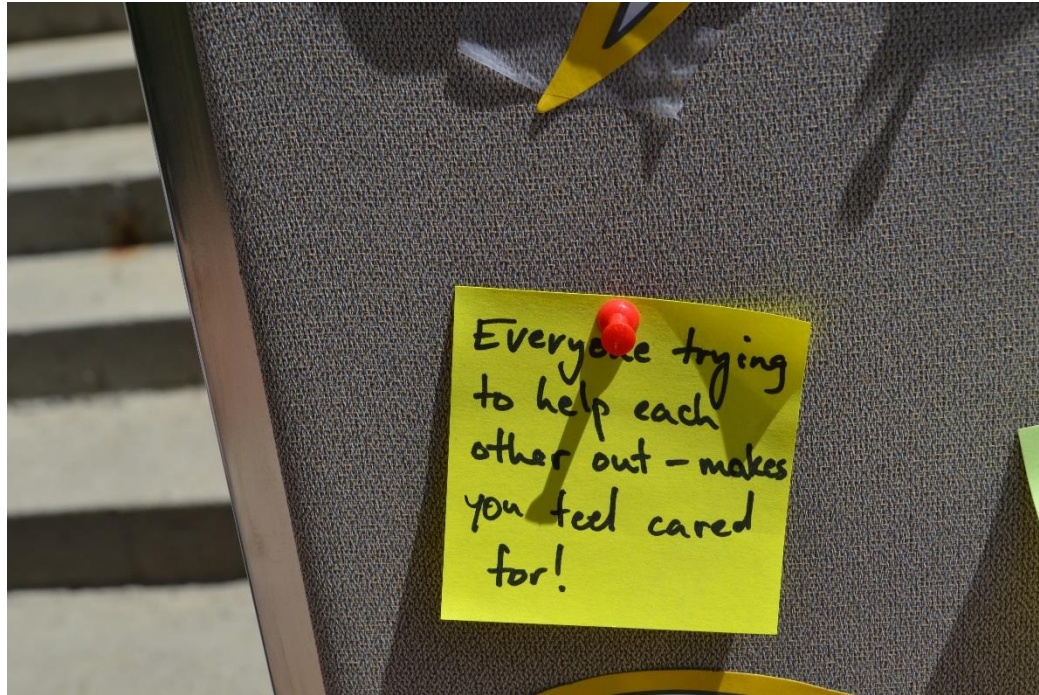
Partnerships vary in scope, size, intent, impact

UTSC Approach

Values, ABCD, Equity, Grounded,
Relationship Building

“ We are braver and wiser because they existed, those strong women and strong men...We are who we are because they were who they were. It’s wise to know where you come from, who called your name.”
~Maya Angelou





Thank You!

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