

# Relational Partnerships

## The Seven Pit Stops Toward a Belonging State

Relational Partnership allows individuals, agencies, or groups to work together in a mutually beneficial way to achieve common goals. It creates a sense of shared responsibility and ownership that can lead to long-term success and sustainability. Rather than relying on a traditional checklist mindset, think of these pit stops as a more holistic approach to achieving our goals.

To learn more, go to [equity.wa.gov](http://equity.wa.gov)

### Belonging

To achieve belonging, we must create spaces where people can be their authentic selves. Through belonging, we make the connections needed for meaningful, sustainable change.



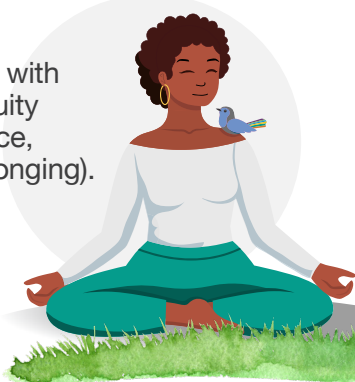
### Reflection & Accountability

Accountability is about doing the work of self and organizational reflection to understand how we play a role in oppressive systems and realigning to create pathways for change and healing. When we reflect on our own biases and lived experiences that differ from others, we are able to serve our communities better.



### Intentionality

Pivoting our focus to the impact and moving with purpose to continuously incorporate Pro-Equity Anti-Racist values in everything we do (Justice, Access, Ubuntu, Equity, Love, Dignity, & Belonging).



### Vulnerability

Being vulnerable means creating an environment where individuals feel safe to take risks, share their ideas, and be authentic without fear of judgment or reprisal. It encourages open communication, trust, and co-creation amongst team members. Vulnerability reflects psychological safety in workplace culture.



### Mindset

Changing mindset begins internally and requires self-reflection to change old behaviors, patterns, and thoughts. Mindset also requires a willingness to embrace new perspectives to empower an inclusive environment.



### Community

We must utilize the lived experiences of those in the community and co-create solutions that benefit those most affected. In order to be truly equitable, community must be at the center of all of our work.



### Healing

Healing takes place when we take responsibility for our actions, understand the harm we've caused, and create opportunities to redeem ourselves. Healing is vital to move towards our future. We must take ownership of the harms created and continue to put in the work to create a better environment for generations to come.



### Trust

Trust is built over time. We cannot assume we already have it. It is foundational to co-creation and allows us to show up as our authentic selves. Trust is what gives us confidence when engaging with people and reassures that we treat one another respectfully. Remember, trust is built out in the open, not behind closed doors.



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