

Trustworthiness Reflection Guide

Principles of Trustworthiness Toolkit



Introduction

Use this guide to reflect on how the organizations in your community do — or don't — demonstrate the key behaviors related to each of the 10 Principles of Trustworthiness. Remember, each principle reflects the voice of communities speaking to organizations with power and privilege.

Do the themes you identified with your community partners during the Speak Freely sessions map onto the key behaviors? Based on these reflections and what the toolkit's assessment questions reveal, which principles should be your organization's priority?

Key Behaviors	Principles of Trustworthiness	Reflection Prompt	Reflection Notes: <i>How does the key behavior align with what you heard from the community in the Speak Freely sessions?</i>
Respect and Responsibility	1. The community is already educated; that's why it doesn't trust you.	The organizations in my community engage me in dialogue as an equal and not as if they are giving me a lesson.	
Humility	2. You are not the only experts.	The organizations in my community incorporate community expertise into the work they are doing.	
Authenticity	3. Without action, your organizational pledge is only performance.	The actions and behaviors of the organizations in my community are consistent with their promises.	
Commitment	4. An office of community engagement is insufficient.	The organizations in my community use their available resources to accomplish what they say they will do.	

Diversity of Thought	5. It doesn't start or end with a community advisory board.	The organizations in my community, when planning their work, include the views of a diverse set of people.	
Intersectionality	6. Diversity is more than skin deep.	The organizations in my community consider representation in ways beyond just race and ethnicity.	
Relationship Building	7. There's more than one gay bar, one "Black church," and one bodega in your community.	The organizations in my community meaningfully engage people where they live, work, or socialize.	
Transparency	8. Show your work.	The organizations in my community are up-front when working with community members (about things such as goals, processes, resources, and outcomes, etc.).	
Intentionality	9. If you're gonna do it, take your time; do it right.	The organizations in my community make the time to support collaboration by fostering relationships with local community members.	
Maintaining the Relationship	10. The project may be over, but the work is not.	The organizations in my community have a plan in place to engage the community even after the project has ended.	