



MARIN PROMISE PARTNERSHIP

Operating Structure As of Sep 2021



Key Considerations

Equity - Walk the Talk

- Increase POC in leadership roles
- Elevate voice and power of students, families, and lived experience
- Ensure sustainability of diverse perspectives - county-wide, cross-sector, cradle to career
- Inclusive of all engaged, aligned & committed partners

Growth & Scale

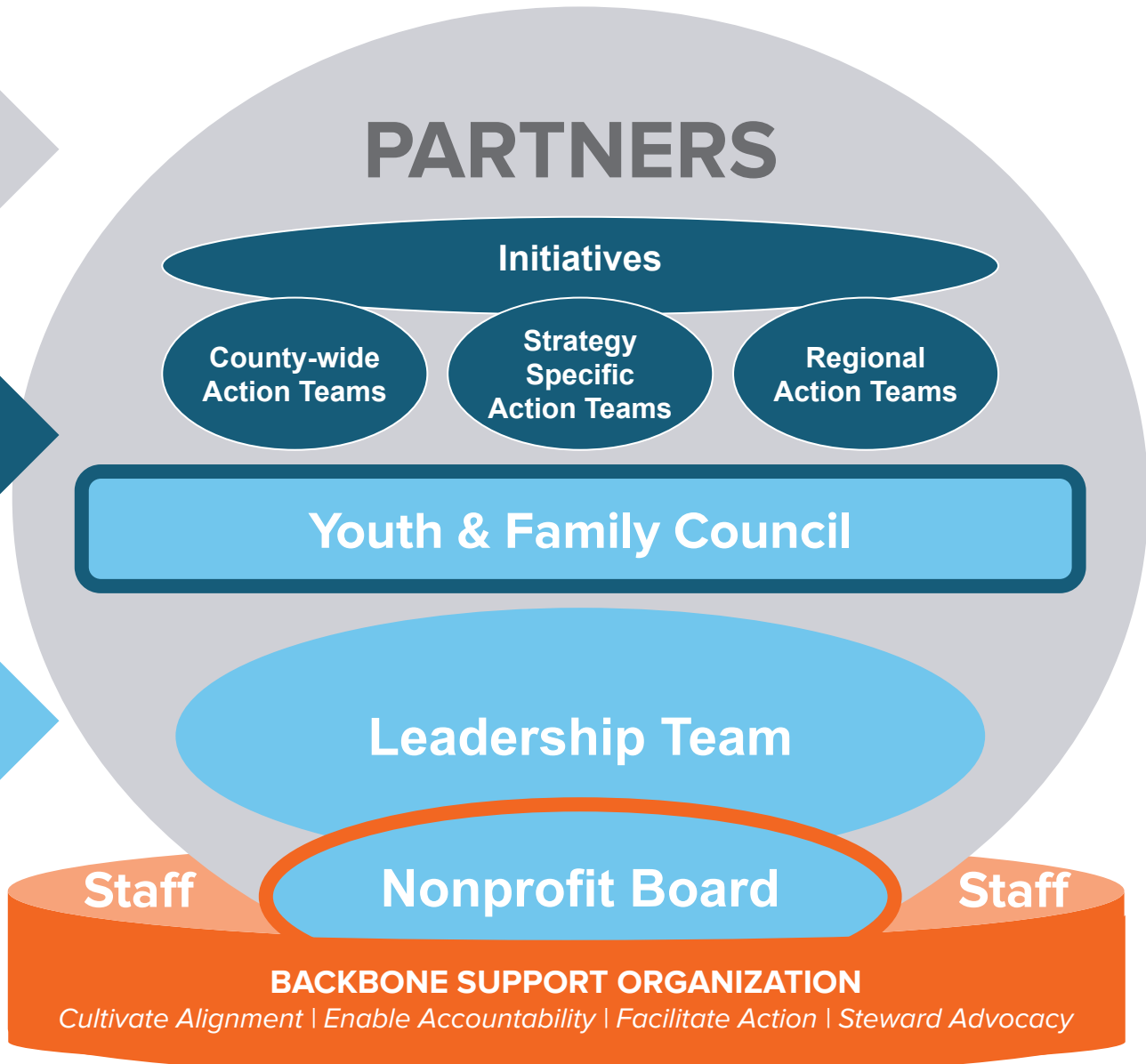
- Partners have more than tripled from 30 to over 100
- Collaborative Action Groups have shifted
- Backbone Support has increased from 3 to 10 staff members
- Partnership is now supported by an independent 501(c)3 because of the growth and complexity of operations, office space needs, and budget.

Inclusive, Aligned, Equitable & Effective Leadership

The **Partnership** includes all who make an explicit commitment to align outcomes and engage in racial equity.

The **Collaborative Action** teams focus on strategic shifts in practices & policies.

The **Core Accountability** Leadership Groups focus on oversight of operations and outcomes.



All Partners Complete a Pledge or Agreement Committing to ...

#1

The Partnership's Racial Equity Statement



RACIAL EQUITY STATEMENT

Racial equity for students in Marin will be achieved when race and ethnicity no longer predict the outcome of a young person's educational future. As a Marin Promise Partner, our organization commits to identify and dismantle racial inequities, and to provide equity-based supports, so that our most vulnerable children can achieve their full potential.



#2

Do at Least One of the Following

- Contribute time and expertise on one or more Partnership Initiatives, **OR**
- Contribute Data to a Partnership Initiative **OR**
- Contribute Financially to the Partnership **OR**
- Complete a regular update of their Organizational Racial Equity Self-Assessment. (Organizational/ Institutional Partners Only)

Governance Role Descriptions

LEADERSHIP TEAM

- 23 Organizational Members
- County-wide, Cross-Sector, Cradle to Career Senior Leaders
- Publicly Champion Antiracist Approach to Educational Equity & the Value of the Partnership
- Steward Vision, Mission, & Guiding Principles
- Identify & Promote Policy & Resource Allocation Shifts
- Commit to Leadership Team Agreement

YOUTH & FAMILY COUNCIL

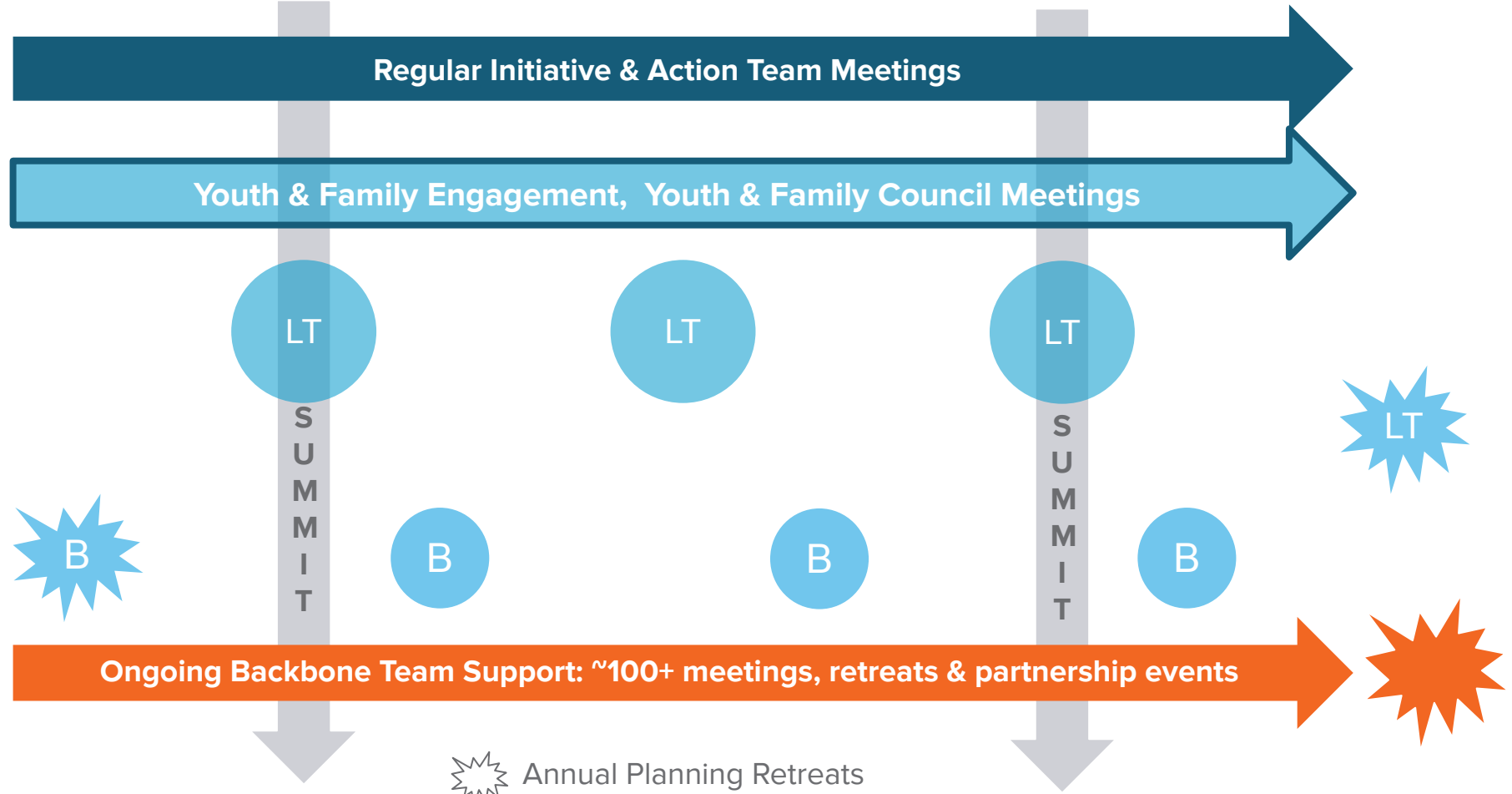
- 16 Individual Members
- Review and advise on proposed Initiative strategies and governance policies and actions
- Recommend policy and funding shifts to the Partnership's Leadership Team



BOARD

- 12 Individual Members
- 50%+ POC
- 2 Leadership Team Members
- 2 Donors
- 501(c)3 Fiduciary Oversight
- Operational Considerations such as Regulatory Compliance & Risk Management
- Align Operating Resources (Budget & Staff) with Partnership Goals & Strategic Directions

Meeting Schedule

AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL
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 Annual Planning Retreats
 All Partners Attend