THE 3 PILLARS OF COLLABORATION

TRUST
- Relationships are the building blocks for trusting interactions among staff and leaders.
- Create structures and processes that promote interaction, dialogue, and collaboration.
- Engage staff and constituents in decision-making at all levels of the organization to build trust.

EQUITY
- We all succeed when labor-management relations are healthy, inclusive and diverse.
- Management should create more opportunities to listen to the voice of staff.
- Unions should embrace their role in driving improvement.

COMMUNICATION
- Communication requires consistent, honest and authentic dialogue.
- Open communication and transparency supports collective learning and shared responsibility.
- Structures like joint committees and labor-management learning teams help institutionalize healthy practices.

Let's work together and create effective labor-management partnerships!

Start with these three pillars: Equity, Communication and Trust. These elements are the foundation for every phase of the work.

Additional resources are be found at: www.cdefoundation.org/cde_programs/clmi