



This **2025 Soulardarity Just Partnership Principles Guide** outlines the principles that will guide relationships between the organization and its partners. These principles are based on the values of equity, transparency, accountability, and mutual respect. Staff and board contributed to this guide during the staff and board retreat on Nov. 15, 2024 and approved a final version of these principles on Feb. 14, 2025.

A successful, healthy relationships with our organization, its staff, members, board and stakeholders will demonstrate alignment with the following KEY criteria:

- A. Adheres to confidentiality and non-competition
- B. Cultural competency and respect.
- C. Track record of positive relationships and experiences with marginalized communities and BIPOB-led organizations.
- D. Track record of integrity and transparency.
- E. Practices/demonstrates an alignment with Soulardarity's core values which are rooted in the [Jemez](#), [Nguzo Saba](#), [Environmental Justice](#) (EJ), and [Just Transition](#) principles and practices
- F. Experience working in the clean energy sector and energy justice movement.

## **2025 Just Partnership Principles**

### **Principle 1: Equity**

- The partnership will be built on a foundation of equity, ensuring that all stakeholders have an equal opportunity to participate and benefit from the partnership.
- The organization will work to identify and address any systemic barriers that may prevent certain stakeholders from fully participating in the partnership.

### **Principle 2: Transparency**

- The organization will be transparent in all of its dealings with stakeholders, providing clear and timely information about the partnership's goals, activities, and outcomes.
- The organization will create opportunities for stakeholders to provide feedback on the partnership and its activities.

### **Principle 3: Accountability**

- The organization will be accountable for the outcomes of the partnership, both to its stakeholders and to the public.
- The organization will establish clear mechanisms for stakeholders to hold the organization accountable for its actions and decisions.

### **Principle 4: Mutual Respect**

- The organization will treat all stakeholders with respect, regardless of their role or position in the partnership.
- The organization will listen to and consider the perspectives of all stakeholders, even when those perspectives differ from its own.