



## MEMORANDUM OF UNDERSTANDING SAN FRANCISCO LATINO PARITY AND EQUITY COALITION MEMBERSHIP/PARTICIPATION v2018

*The San Francisco Latino Parity and Equity Coalition (SFLPEC) works to inform policy and budget priorities at the local level to foster the social and economic achievement of San Francisco's LatinX community. Through our advocacy, we enhance and strengthen social services and promote equity for the LatinX.*

SFLPEC Coalition members should:

- Support the mission of the SFLPEC Coalition.
- Be organizations who predominantly serve San Francisco LatinX constituencies.
- Be represented by the Executive Director or a designated senior level staff. Members may also designate a representative and one alternate to represent them.
- Respect all other members and their affiliate organizations.
- Represent their organization with highest decorum and other community members with collegiality and respect. *"We can be hard on ideas, but kind to each other."*
- Respect and abide by collectively agreed upon SFLPEC decisions and processes.
  - Failure to do so will result in a meeting with the Concilio to discuss the challenge areas and the development of a written agreement/action plan to resolve conflict/challenge.
  - If behavior/conflict persists, the Coalition will require an alternate to represent their organization.
  - Finally, if representative(s) continue to not abide by collectively agreed upon decisions and/or processes then they will be asked to leave the Coalition.

Our organization, \_\_\_\_\_ agrees to regularly attend the monthly meetings of the SFLPEC Coalition, generally held on the third Wednesday of the month at 3pm and other special meetings scheduled.

As general evidence of our commitment, we agree to do the following:

- Appoint representative(s) and alternate(s) to attend Coalition meetings and activities
- Agree to serve as decision-makers on matters of policy, and the direction of the Coalition's efforts
- Authorize our representative(s) to make decisions on our behalf for the Coalition
- Read minutes, reports and newsletters to keep abreast of Coalition decisions/activities
- Help to disseminate relevant information to organizational members or employees through listservs, websites and emails, and newsletters
- Keep Coalition informed of our organization's related activities

Specifically, our organization will commit the following resources to the Coalition:

- Access to our volunteers for Coalition tasks as needed
- In-kind contributions of staff time, material resources, meeting space, refreshments, etc. as needed
- Other resources as needed to help ensure the success of the Coalition's goals and objectives

Name of Organization \_\_\_\_\_

Name of Organization Representative and

Alternate(s) \_\_\_\_\_

Signature of Representative(s) to Coalition \_\_\_\_\_

Date \_\_\_\_\_



## Membership Criteria Guidelines

*The San Francisco Latino Parity and Equity Coalition (SFLPEC) works to inform policy and budget priorities at the local level to foster the social and economic achievement of San Francisco's Latino families. Through our advocacy, we strive to enhance and strengthen social services for the LatinX in the city and promote equity for LatinX residents in the wake of the region's affordability and housing crisis*

### Governance

- Is an autonomous LatinX community-based/community-focused organization that is either a non-profit agency, grassroots organization, or a coalition of representatives
- Has a Board of directors that meets regularly and acts as the decision making body for the organization
- Has a leadership and Board that has formally acknowledged the issue of displacement

### Mission/Values

- Has a demonstrated commitment to serving the LatinX
- Has an identifiable LatinX constituency for which it advocates
- Has a mission/vision that aligns with the Coalition's Mission Statement above

### Latino Focus

- Serves and/or advocates for a constituency that is at least 51% LatinX
- Has staff/leadership and/or a board, or other governance body, that is at least 51% LatinX
- Has staff/leadership and/or a board, or other governance body that is representative of the LatinX community/geographic area it serves

### Commitment to Impact

- Demonstrates alignment with SFLPEC focus on creating measurable impact in the LatinX community

### Ethics

- SFLPEC and its members shall not discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, age, disability, citizenship, political affiliation, or other classifications identified and protected by applicable federal, state, or local laws

*\*Criteria based on the criteria for membership affiliation with the National Council of La Raza*