

Guiding Principles & Best Practices for Community Engagement

Principle	Outcomes (What does it look like when we embody this principle?)	Measures (How do we know we're doing this? What happens if we don't follow this? Include a few examples.)
Shared Vision & Values	<p>Initiate partnerships with the intention of drawing together the university and the community in unity of purpose.</p> <p>Must co-develop shared vision, purpose, mission, values, and goals.</p> <p>Partnerships should actively co-design projects that dismantle oppressive systems, confront disinvestment, and work toward justice.</p>	A written vision, mission, goals, values – action plan is co-developed.
How are the best practices of <u>Shared Vision & Values</u> imposed and tracked?		
Mutuality & Respect	<p>The structures, policies, and participants of a partnership will reflect the importance and value of all contributors for their unique expertise and experience.</p> <p>Participants will commit to building trust, exploring history, working for reconciliation and equity, and practicing humility.</p> <p>Co-design partnership practices and policies that acknowledge and leverage power and privilege for the shared vision.</p>	<p>Community representatives are leaders in the partnership, and they are rewarded for their roles (e.g., Financial compensation for university or school-wide commitments; other rewards may include donations, recognition, titles, access).</p> <p>Design an asset-based approach to addressing the project mission—relying on community expertise and experience alongside university resources.</p>
How are the best practices of <u>Mutuality & Respect</u> imposed and tracked?		
Transparency & Communication	Co-develop transparency and communication partnership guidelines. Guidelines should be updated as needed. Include a plan for how to share partnership outcomes.	<p>Guidelines are written and available to everyone in the partnership.</p> <p>Accountability measures include tracking/reporting/monitoring.</p>

Johns Hopkins Urban Health Institute – Guiding Principles & Best Practices for Community Engagement

Principle	Outcomes (What does it look like when we embody this principle?)	Measures (How do we know we're doing this? What happens if we don't follow this? Include a few examples.)
	Participants will disclose relevant and accurate information with one another and communicate clearly, authentically, and regularly using a variety of different methods to optimize engagement.	
How are the best practices of <u>Transparency & Communication</u> imposed and tracked?		
Shared Decision-Making	<p>Partners will co-develop process for making decisions together. Create guidelines/structures for shared power. Projects should establish leadership structures with community partners.</p> <p>Participants will gather the best available information to inform their decisions, incorporate the values and preferences of members in an inclusive manner, and share power, responsibility, and accountability.</p>	<p>Projects are co-led with JHU and the community.</p> <p>Shared policies are written to address conflict resolution.</p>
How are the best practices of <u>Shared Decision-Making</u> imposed and tracked?		
Commitment	<p>Hold each other accountable to deliver as promised on the partnership's shared vision and expectations.</p> <p>Remain faithful to partnership and vision in the face of opposition or challenges.</p> <p>Build, when relevant, a sustainability plan to maintain and grow partnership outcomes.</p>	<p>Timelines are co-developed.</p> <p>Responsibilities for each partner are outlined, along with measures for evaluation.</p>
How are the best practices of <u>Commitment</u> imposed and tracked?		

These guiding principles were developed by the Johns Hopkins Baltimore Community Engagement Program Leaders Collective in response to the recommendations from the University and community collaborators during the strategic planning for Johns Hopkins University's Roadmap 2020 Task Force. As of July 2025, the Collective comprises approximately 20 JHU leaders from various offices, programs, and centers, whose work is focused on community engagement in Baltimore and building academic community collaborations. Informed by consultations with community-engaged colleagues and community leaders, these principles are designed to guide equitable and authentic community-campus collaborations. These principles can be broadly applied to all community-campus collaborations affiliated with Johns Hopkins University. Questions? Please contact us at urbanhealth@jhu.edu