

# COLLECTIVE+MIND



**Welcome to Networks in Action!**

We believe in the power of networks to foster collective action. We understand the unique struggles that networks face and the specialized approaches and strategies necessary for networks to be effective.

Our goal is to help **you** and **your network** be better equipped to create impact.

## Welcome! Please check in...

Name	Network/ Organization	Where in the world are you today?	How are you feeling today?
Maureen Finneran	Arcora Foundation/we run a few networks across WA state focused on oral health	Seattle, WA, USA	Energized
Katie Brickwood	El Directorio Guatemala	Antigua, Guatemala	Waking up!
Karen lewis	Arcora Foundation	Seattle, WA	Waking up
Jannik Kaiser	Unity Effect	Bonn (Germany)	Sleepy and grounded :)

## Agenda for today

- Welcome and check-in
- Setting the scene (brief presentation)
- **What?:** Definitions (short breakouts)
- **So what?:** Implications (slightly longer breakouts)
- **Now what?:** Full group identification of key takeaways
- Closing

## Accountability in Networks: What?

### What does accountability mean within your network?

Fulfilling the roles and commitments we sign up for, e.g.

- The commitment that we all make to participate, contribute and co-create.
- Taking responsibility
- It means each person/org showing up when needed, doing what we commit to or recontracting when we can't.
- Completing agreed upon tasks
- It means people showing up to meetings and being actively present, upholding commitments and being respectful of others' time and ideas.

Ensuring that the network works towards its shared purpose, e.g.

- Keeping things moving in the right direction
- Ensuring progress is being made towards goals, acknowledging failures/mess ups, being able to course correct and make changes as needed.
- Keeping things moving in the right direction

Being inclusive and equitable, e.g.

- It also means consulting with others outside the network impacted by the work we do.
- Give voice and power to those most affected and helping them to achieve their goals and objectives.
- Shared responsibility

## Accountability in Networks: So what?

### What are the different types of accountability within your network?

#### Multiple lines of accountability

- To the membership
- To others in the network
- To the communities the network engages with

#### Who is accountable within a network

- Staff (to each other, to the Board, to the members)
- Board (to the members)
- Members (to each other)
- Funders (ensuring funding is available, transparent, and disbursed in a timely manner)
- Working groups and project teams (have a higher level of accountability as people have volunteered to contribute to a particular category of work)

#### Other types of accountability

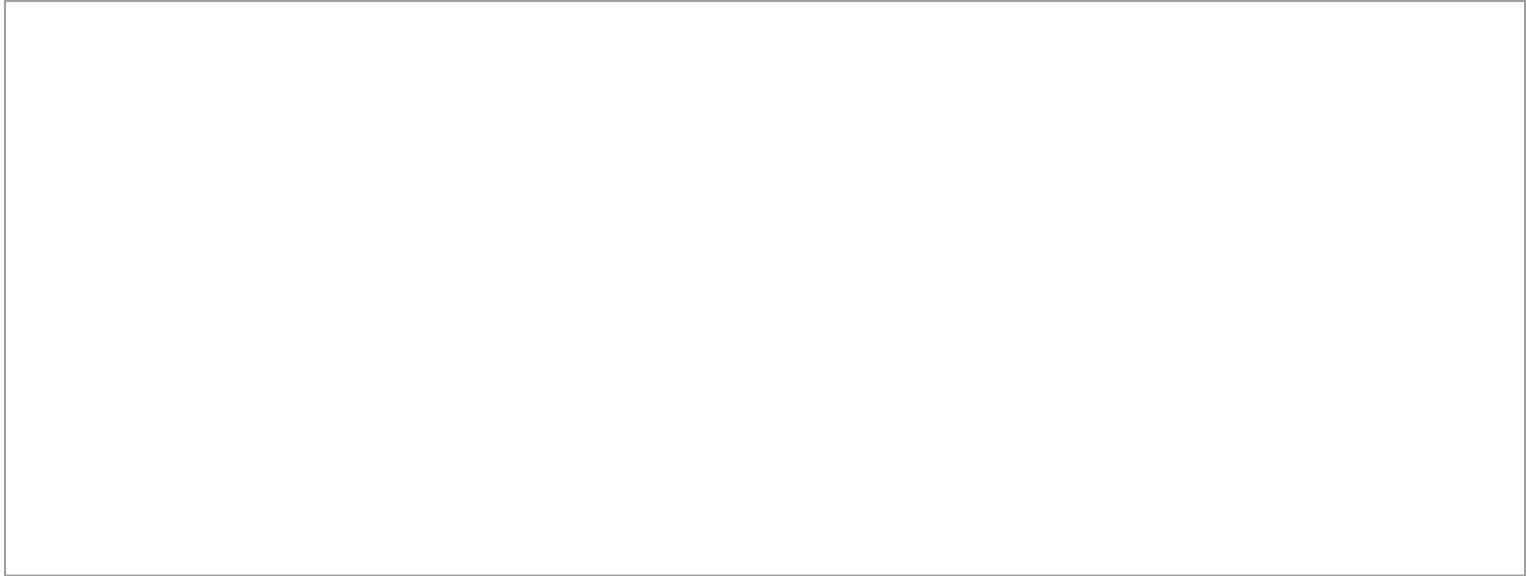
- Accountability to timelines
- Two-way accountability
- Accountability to behaving certain ways (being open to collaboration, sharing information)

## Accountability in Networks: So what?

What challenges does your network have with accountability? How would you like to improve accountability within your network?

- Shared understanding of accountability
- Decision making (transparency, consistency, etc.)
- Power dynamics
- Clarity (on who is accountable for what and to whom)
- Follow up and follow through (doing the necessary work)
- Responsiveness
- Meeting deadlines
- Shared accountability (feedback, holding each other accountable)

## Questions? Reflections?

A large, empty rectangular box with a thin black border, intended for users to write their questions or reflections. It occupies the central portion of the slide.



## Accountability in Networks: What?

Leadership structures that can facilitate a level of accountability - but who's on those leadership structures, ensuring parity

Relationship and trust building for personal accountability and commitment

Accountability in terms of engagement and different types of engagement

The spectrum of accountability from small actions to accountable to a higher purpose or vision

Spanish word "compromiso" - commitment to the other person - accountability is how you show up personally and how that dynamic shows up in what you're trying to accomplish together, in the work

- Also compromise in accountability (in the Germany version)
- In spanish includes empathy, sacredness; less time-bound nature (flow in and out in networks but compromiso goes beyond the time-bound nature)

Clarity - accountability is a complex concept - if there are layers to it, need to be really clear about it all - if a network isn't clear it gets fuzzy and messy - how can you parse out the different levels

Accountable to those within the network - and depending on the network's purpose, have to also be accountable to those outside the network - what is their role, where do they have voice

## Accountability in Networks: So what?

Need for clarity - explicit and implicit (embodied) accountability

Power dynamics - e.g. grantee to grantor, grantor to grantee

Gender issues - considering gender participation, males being accountable to females, etc.

Also cultural issues

All the layers implicit in accountability

Internal and external accountability - e.g. how networks are communicating out about how they do their work, the outcomes they're having, their priorities, etc.

- Also defining who's inside and outside

## Accountability in Networks: Now what?

Remind people, ask people what metrics they're using to measure accountability - to yourself, to your network, to the communities outside

- What are your goals for accountability
- How ready are you to engage in these conversations, shift power imbalances, who's at the table for these conversations

Have this conversation in our networks - surface the issues, do collective thinking about how to understand the issue, make it more explicit - naming and talking about it to better understand how to better support on this issue  
Issues of accountability in a network's strategic plan - to whom are we accountable, who will hold us accountable, be explicit in the plan

Balance between explicit accountability (e.g. leadership structure) and implicit accountability (relationship, trust building) - finding the sweet spot

Circular nature of "compromiso" - rather than linear, directional

Accountability in our attitude and how we show up

How we promote an accountable philosophy, have people engage with accountability within our networks

Accountability and volunteers - how to be accountable to your organization and the network - how you show up and participate fully - not just being accountable based on funding

## How did this go?

Please take our [very brief feedback survey](#) - **thank you!**

# Upcoming Opportunities

## [Introduction to Networks](#) - June 29th at 8am US ET

- Learn about what networks need to be effective and impactful

## [Introduction to Network Management](#) - July 6th at 1pm US ET

- Join us to learn about and discuss effective network management practices and skills

## Community Conversation (July TBD)

Check out our weekly newsletter for new content and opportunities!