

Document Title: Official BEC Policy on Partnerships

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Prepared by	Approval
Partnership Committee	Board

1.0 Overview

BLACK ENGINEERS OF CANADA (BEC) welcomes organizations to express an interest in becoming a partner that is interested in advancing our mission, vision and strategy. This partnership should be mutually beneficial to both sides. BEC will base its decision of moving forward the partnership on its partnership framework.

2.0 Definition of 'partnership'

"A collaborative relationship between two or more parties that have agreed to work together, that is based on trust, equality, collaboration, mutual understanding, and focuses on the pursuit of common goals that cannot be accomplished by the partners on their own."

2.1 Partnership Principles

- **Trust** - mutual trust and faith in the common good exists between BEC and the partnering organization
- **Collaboration** - both parties work together for an agreed outcome during a specific period of time or indefinitely, if so desired.
- **Benefit** - both organizations will attain mutual benefits from the partnership. For the Black Engineers of Canada, this may include marketing, financial and the furtherance of our objectives or other tangible partnerships.

3.0 Our criteria for working with a partner organization

To form a partnership with BEC, the partner should:

1. Be willing and able to commit to helping BEC advance its mission, vision and Strategy;
2. Be willing to declare any source of funding committed to BEC should BEC request this; and
3. Be willing to make the partnership and the report on its activities publicly available.

Please note that any potential partner whose source of funding is an organization from which BEC would not accept funding under the restrictions of our policy on commercial sponsorship will be subject to a higher level of scrutiny. Before entering into a formal arrangement, or even moving beyond informal discussions, any such potential partnership would require implicit approval from the Board of Directors. Sources of funding must not, either in reality or perception, threaten or undermine BEC's autonomy, independence, or reputation. BEC will not accept partnerships that violate any human rights as laid out by the UN universal declaration of human rights or the Canadian Charter of Rights and Freedom.

4.0 Defining the type of Partnership

Each partnership opportunity should be defined based on the interest, benefits and/or the needs of the parties involved in the partnership. Common examples of defined partnerships may be events partnership, talent acquisition and growth (TA & G) partnership (see 4.1), program-specific partnership, marketing and advertising partnership, research partnership, sponsorship or funding partnership etc.

4.1 A note about Talent Acquisition and Growth Partnerships

Black Engineers of Canada was incorporated as a response to the issues of social justice and diversity as applicable to the engineering profession in Canada. We aim to increase access to job opportunities and growth in the engineering profession for Black engineering graduates and engineers in Canada.

Organizations and corporations are increasingly looking to BEC and our communities to improve and increase the diversity of their talent pool, drive strategic business interests and meet the expectations of investors and the communities . BEC’s mission and the ongoing need of several corporations across Canada are therefore aligned.

Our ability to meet these needs effectively are increasingly dependent on critical financial resources. As a non-profit, our current work is driven by tireless volunteers and financial contributions.

To this end, our TA&G Partners shall be financial partners agreeing to contribute to or make donations as a minimum to our career and growth funds, in addition to any other financial support to BEC. Our funding buckets include the following:

- Organizational Growth Fund
- Career Development Fund
- Program Fund
- Community Fund
- Special Fund: _____
- Others (specify): _____

- The amount of contribution shall be determined during the partnership discussions.
- Partner may indicate the percentage of funds to allocate to each bucket they contribute to.
- The use and reporting of any fund received by Black Engineers of Canada shall be governed by the legislation guiding corporations incorporated under the Canada Not-for-profit Corporations Act (NFP Act) and any specific clause agreed with the contributing partner.

5.0 The partner organization and BEC will be required to commit to the following at a minimum:

- Identify a representative from each organization to serve as the key contact points.
- Develop and implement a plan of joint activity.

(Optional)

- Facilitate opportunities for members of each organization to be involved in the partner’s activities.

- Contribute to promotion and advocacy of each organization by linking to the other's websites.
- Provide financial support for the attendance of events related to the partnership.

6.0 Typical steps for exploring a potential partnership

1. Informal conversation with a designated member of the BEC Board or Partnerships Committee, to assess the likelihood of the two organizations' potential for synergy. During these conversations, with guidance from BECs strategic plan, we will review joint needs, benefits, and costs for the partners.
2. The BEC Board will review the assessment of joint needs, benefits, and costs, and approve or refuse the further development of the partnership, with an explanation for the decision taken.
3. If the BEC Board approves further development of the partnership, both organizations will agree to a work plan with clear roles and responsibilities; this may sometimes take the form of a Memorandum of Understanding (MoU) if the relationship is going to be a long-standing and strategic partnership.
4. The decision will be communicated to the senior decision-maker of the partner organization.
5. If approved, the partnership will be announced publicly via appropriate channels such as the websites of both organizations, press release, social media or other available means.

7.0 Evaluation of partnership

The Director of Partnerships or a member of the partnerships committee, will evaluate, in discussion with the partner, a partnership after the first year and then every three years to determine if the partnership remains valuable to both organizations. If the partnership is determined to be in jeopardy, the partner will be notified. The partner will have three months (or another period as may have been agreed in a Memorandum of Understanding) to discuss and negotiate with BEC a plan of renewed meaningful activities to revitalize the partnership; otherwise, it will be terminated.

8.0 Termination of partnership

BEC reserves the right to terminate any partnership for any reason at any time. Some reasons for immediate termination include, but are not limited to:

- Serious violation of the criteria for being a partner
- Misuse or misrepresentation of the quality of the partnership with BEC
- Unwillingness to fulfil the responsibilities they agreed to, upon acceptance of the partnership
- Serious misconduct by the partner that conflicts with BECs vision, mission and principles and/or brings BEC into disrepute.